

Second Amendment to the Employment Agreement for Executive Director

This Second Amendment is made and entered into this 15th day of May, 2024, by and between the POLK REGIONAL WATER COOPERATIVE, a regional water supply authority of the State of Florida, hereinafter referred to as "Employer" or "Cooperative", and Eric C. DeHaven, hereinafter referred to as "Contract Employee".

RECITALS:

1. On March 16, 2022 the Cooperative entered into an Employment Agreement with Eric C. DeHaven as Executive Director / Project Administrator of the Cooperative ("Contract Employee").
2. This Employment Agreement remains in full force and effect.
3. Section 4 of the Employment Agreement establishes a base salary for the Contract Employee of \$115,000, payable on a monthly or biweekly basis.
4. Section 4 of the Employment Agreement also provides that the Cooperative shall evaluate a potential adjustment to the Contract Employee's salary on an annual basis, beginning on May 2, 2023, based on the Contract Employee's Annual Performance Evaluation (Section 5).
5. On May 17, 2023 the Cooperative approved the 1st Amendment to the Employment Agreement, which increased the Contract Employee's base salary to \$120,750.
6. Based on the Contract Employee's exemplary performance over the past year regarding complicated matters critical to the future of the Cooperative, the Board of Directors wishes to increase the Contract Employee's annual salary by five (5%) percent to \$126,788.
7. The Board of Directors hereby waives the Contract Employee's Annual Performance Evaluation.

NOW, THEREFORE, in consideration of the mutual covenants contained herein and other good and valuable consideration, the Cooperative and the Contract Employee agree to the following contract modifications:

1. Section 4 of Employment Agreement is amended as follows:

The Employer agrees to pay the Contract Employee for his services rendered pursuant hereto an annual base salary of ~~\$120,750~~ \$126,788, payable on a monthly or biweekly basis. The Employer shall evaluate potential adjustment to the Contract Employee's salary on an annual basis, beginning on May 2, 2023, based on the Contract Employee's Annual Performance Evaluation (Section 5).

2. The remainder of the Employment Agreement shall remain unchanged.

IN WITNESS WHEREOF, the parties hereto have executed this amendment as of the day and year first written above.

Witnesses:

Came Palmer
Print Name: Came Palmer

Print Name: _____

POLK REGIONAL WATER COOPERATIVE, a regional water supply authority of the State of Florida

By: [Signature]
Print Name: George Lindsey III
Its: _____

Approved as to Form:

Edward P. de la Parte
Edward P. de la Parte
Legal Counsel

Print Name: _____

Print Name: _____

CONTRACT EMPLOYEE

[Signature]
Eric C. DeHaven